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BY EMAIL

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Object: UNIFOR
-and- Bell and its subsidiaries
Grievances regarding the vaccine mandate policy
- Compensation for material damages caused by the unreasonable unpaid leave imposed on employees working remotely.

TO THE LOCALS OF BELL AND ITS SUBSIDIARIES

Our file: 118,033/S

Madam,
Sir,

Following the letter sent in April 2026, we continued our discussions with Bell regarding the impact of the ruling issued on November 24, 2025, on various grievances.

It was determined that these discussions should focus primarily on the arbitrator's favourable findings regarding employees working remotely.

As a reminder, the arbitrator concluded that it was unreasonable to apply the mandatory vaccination policy to employees working exclusively remotely and to place them on unpaid administrative leave. The arbitrator further determined that these individuals must pay lost wages and recognize all rights and benefits provided for in the applicable collective agreement.

These discussions have been fruitful, as approximately 89 members (including many former members) will receive, in July 2026, compensation to cover the material damages caused by the unreasonable unpaid leaves.

Identification of members to be compensated

These members were identified by Bell based on the following criteria: they were working exclusively remotely, they were placed on unpaid leave and they did not waive their rights regarding the grievances as part of a termination agreement.

Unifor has expressed its disagreement with this list. While Unifor agrees that all members whose names appear on the list must be compensated, it is of the opinion that several other members should also receive compensation.

Unifor and Bell are continuing their discussions in this regard. It is therefore possible that additional members will receive compensation in the coming months.

Should disagreements persist, Unifor has reserved its right to refer the matter to the arbitrator so that she may determine whether certain members should be compensated as employees who were working exclusively remotely and for whom it was unreasonable to impose unpaid administrative leave.

Compensation for Material Damages Caused by Unpaid Leaves

Unifor and Bell also discussed the terms for compensating the material damages suffered by remote employees as a result of unpaid leaves.

While the parties' initial positions differed, Unifor consistently maintained throughout the discussions that members affected by the favourable findings of the award should receive full compensation for the material damages suffered.

This strategy achieved the intended results, as Bell agreed with Unifor to provide compensation covering all material damages arising from the unpaid leave. Accordingly, the affected members will receive compensation, including the following elements:

1. **Wages:** an amount equivalent to the wage loss incurred between February 1, 2022, and the return to work (no later than July 18, 2022).

   The amount is calculated in accordance with the normal work week set out in the applicable collective agreement (normally 37.5 or 40 hours per week), and is not subject to any mitigation obligation.

   Employees with part-time status as of February 1, 2022, will receive a gross amount corresponding to the wage loss incurred between February 1, 2022, and the return to work (no later than July 18, 2022), calculated based on the average number of hours worked in the twelve (12) months preceding February 1, 2022.

Any salary adjustments or adjustments to other benefits required (e.g.: step progression resulting from increased seniority) will be made accordingly by the Employer.

2. **Seniority:** restoration of seniority lost as a result of the unpaid leave. The seniority of eligible employees concerned will be reinstated in the Employer's systems, subject to any other provisions of the applicable collective agreement, with all rights associated therewith.

3. **AIP (where applicable):** a gross amount representing the AIP to which eligible employees would have been entitled, notwithstanding the unpaid leave as of February 1, 2022, calculated at a 100 % target.

4. **Performance Bonus (where applicable):** a gross amount based on the bonuses received during the twelve (12) months preceding the unpaid leave and calculated on a pro rata basis for the duration of the unpaid leave (with a maximum end date of July 18, 2022.

5. **Annual vacation:** a gross payment corresponding to the vacation pay related to the wage compensation, in accordance with the applicable annual vacation policy.

6. **Group insurance:** a gross monetary compensation based on the Employer's share of group insurance premiums paid for medical and dental coverage, calculated on a pro rata basis for the duration of the unpaid leave (with a maximum end date of July 18, 2022), based on the cost of the employee's selected insurance coverage in 2022. For eligible employees who had the option not to participate in a group insurance plan and who were not participating as of February 1, 2022, no amount shall be payable.

7. **Share Purchase Plan:** a gross amount equivalent to the Employer's contributions for the duration of the unpaid leave calculated based on the employee's selection for the participation rate at the time of payment in accordance with the terms of the current plan or, for employees who have left, at the time of their termination.

8. **Pension plan:** for eligible employees participating in a defined benefit plan, adjustments to accrued pension benefits will be made.

   For employees already retired, in addition to the adjustment of future benefits, any applicable retroactive payment will be paid within the same timeframe.

   For eligible employees participating in a defined contribution plan, the Employer's contribution will be made based on the employee's selection for the participation rate at the time of payment or, for employees who have left, at the time of their termination, in accordance with the terms of the plan, in the form of a gross lumpsum payment. The payment will be made and reported for tax purposes for the year 2026.

9. **Sick leave – for individuals in Manitoba:** a gross amount corresponding to the value of lost sick leave days (calculated in the same manner as wages in section 3.1), on a pro rata basis for the duration of the unpaid leave (with a maximum end date of July 18, 2022).

10. **Birthday leave (where applicable):** for employees whose birthday occurred during the unpaid leave period a gross amount corresponding to one paid day off.

11. **Personal leave (where applicable):** a gross payment corresponding to the wages associated with personal days to which they would have been entitled but lost due to the unpaid leave, calculated on a pro rata basis for the duration of the unpaid leave (with a maximum end date of July 18, 2022).

12. **Interest:** interest on the compensation amounts, calculated at the legal rate from the date on which the amounts became payable.

During the month of June, meetings were held with representatives of the 17 locals representing members who will be compensated. This allowed us to confirm that these terms provide full compensation to the concerned members.

Unifor is of the view that this compensation is equivalent to what it could have obtained for these individuals had it referred the matter to arbitration to determine the quantum of damages. However, by agreeing on the compensation terms with Bell, Unifor obtained full compensation within a much shorter timeframe.

With respect to the compensation of employees working remotely, it should be noted that Unifor has expressly reserved its right to seek additional compensation, should certain grievances justify the awarding of non-pecuniary damages or if the unpaid leave of certain complainants was extended beyond July 18, 2026, due to Bell's unilateral decision.

Unifor and Bell continue their discussions on these matters. Should disagreements persist, Unifor has reserved its right to refer the matter to the arbitrator so that she may determine whether certain members should receive compensation for these reasons.

We will remain in contact with the locals who represent these members to discuss these issues and to obtain the necessary information for discussions with Bell.

Other Issues Raised by the Award

Furthermore, Unifor has not waived its rights with respect to the other issues and grievances. Discussions are ongoing between Unifor and Bell regarding the other issues raised by these grievances and the compensation of certain other members.

Meetings with the Other Locals

As mentioned, it was decided to prioritize discussions relating to the compensation of members working exclusively remotely. Consequently, we prioritized meetings with the locals representing these members.

However, starting this summer, we will be inviting representatives of the locals to virtual meetings, the objectives of which will be as follows:

- To discuss the impact of the ruling on the local’s grievances;
- To obtain additional information on the local’s grievances and on the information provided in the questionnaires;
- To discuss the next steps regarding the local’s grievances;
- To assess the relevance of having meetings with grievers.

A representative of Unifor will be in contact with you shortly to schedule a meeting with the undersigned and a national representative.

We trust the above meets your expectations and extend our best regards.

RIVEST SCHMIDT

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Emmanuelle Brault, avocate
EB/jdl